



# Behavioral Health Services Internship Pipeline Update



San Francisco Health Network  
Behavioral Health Services

May 2022 – Office of Justice, Equity, Diversity & Inclusion

# 2017 – 2022 Five-Year Workforce Development Strategic Plan

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Goal 1: Transform our workforce to better reflect our service Population

Goal 2: Ensure that our workforce has the training, skills and tools to deliver high quality, responsive care

Goal 3: Support and empower staff to be engaged at work and grow professionally within BHS

Goal 4: Incorporate peers across all levels of workforce



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# Graduate Clinical Internships

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## Academic Year Overview

<u>2020 - 2021</u>	<u>2021-2022</u>	<u>2022 - 2023</u>
<ul style="list-style-type: none"> <li>7 Civil Service interns/trainees completed BHS placement</li> </ul>	<ul style="list-style-type: none"> <li>4 Civil Service interns/trainees completed BHS placement</li> </ul>	<ul style="list-style-type: none"> <li>15 Civil Service interns/trainees expected within BHS</li> </ul>
<ul style="list-style-type: none"> <li>Added 11 approved schools/programs  (e.g. Palo Alto University)</li> </ul>	<ul style="list-style-type: none"> <li>Added 15 approved schools/programs  (e.g. Naropa University)</li> </ul>	<ul style="list-style-type: none"> <li>Added 3 approved schools/programs  (e.g. Antioch University)</li> </ul>
<p>Multicultural Student Stipend Program</p> <ul style="list-style-type: none"> <li>18 awardees                             <ul style="list-style-type: none"> <li>2 Civil Service</li> <li>13 CBOs</li> </ul> </li> </ul>	<p>Multicultural Student Stipend Program</p> <ul style="list-style-type: none"> <li>24 awardees                             <ul style="list-style-type: none"> <li>4 Civil Service</li> <li>20 CBOs</li> </ul> </li> </ul>	<p>Multicultural Student Stipend Program</p> <ul style="list-style-type: none"> <li>TBD</li> </ul>



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# Graduate Clinical Internships

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- 2021 – 2022 Highlights Continued
  - ▣ Didactic learning series
  - ▣ Increased Civil Service Placement Opportunities
    - 13 Civil Service BHS programs were available for intern placement
  - ▣ Launched new website
  - ▣ Centralized onboarding process
  - ▣ Seeds planted for the future of bachelor level placements in our system



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# New BHS Clinical Internship Website BEFORE

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## Our Services

### San Francisco Health Network Behavioral Health Services Internship Program

#### Mission

To provide behavioral health internship opportunities that integrate students' academic learning with practical clinical skills within the wellness and recovery model, to enhance workforce diversity, and to promote vocations in public health among graduating professionals.

#### Overview

Behavioral Health Services (BHS) provides a culturally diverse network of programs, whose services are provided by psychiatrists, psychologists, therapists, nurses, health workers, and peer professionals. This interdisciplinary workforce supports the needs of all SF residents who access our system by providing comprehensive behavioral health services to mentally ill adults and emotionally disturbed children, youth, and their families. As a system, we achieve this mission through a Wellness/Recovery and Trauma Informed philosophy of care. Our emphasis on Wellness/Recovery supports a strength based process of change through which individuals improve their health and wellness, live self-directed lives, and strive to reach their full potential. As a trauma informed workforce we are developing an understanding of trauma and a shared language that transforms our system from one that asks "what is wrong with you?" to one that asks "what happened to you?" We emphasize responding through a lens, guided by six principles: Trauma Understanding, Safety and Stability, Cultural Humility and Respectiveness, Compassion and Dependability, Resilience and Recovery, and Empowerment and Collaboration. These learned strategies cause our workforce to develop individual & organizational resilience in order to create and maintain a healthier, strength focused, trauma-informed response toward our clients and colleagues.

#### Placement Opportunities

Internships are with our Adult/Older Adult and Children's Civil Service Clinics and throughout our systems of care. In these placements trainees are able to provide a range of behavioral health services; Individual/family therapy, case management, Crisis and Wrap around services. Our internship opportunities exist within clinics that are placed around the city of San Francisco. [Click here](#) for placement information.

#### Training

Our internship program provides training opportunities for approximately 40-60 psychology interns, masters-level trainees, peer interns, nursing and nurse practitioner students each year. SF County BHS Civil Service Clinics only accept trainees (a student who is actively enrolled in a graduate program (MSW, MFT, LPC, Ph.D./PsyD etc. as defined by their academic institution) into its training program. The only exception to this policy are those seeking post-doctoral placements/supervision. Most students are provided with didactic training seminars at their local placements, others attend the trainings that are provided at other locations within our system of care. We also offer an intern lecture series, which is a monthly presentation on topics that benefit providers in our integrated health care and behavioral health systems. Regular in-service trainings and specialized staff trainings are also available for students to attend through our departmental training unit. Over the past years, there has been training in a wide variety of topics such as Dialectical Behavior Therapy, Solution-Focused Therapy, Attachment Theory, Motivational Interviewing, Cognitive Behavior Therapy, and Suicide Assessment.

#### Multi-Cultural Stipends

The multi-cultural student stipend is available to students training in behavioral health and substance use disorder treatment programs. The program is designed to assist students in their development of skills to work with culturally diverse populations, to encourage ethnic and cultural diversity among our interns, and to increase the pool of applicants with special skills and knowledge, including language, culture, disabilities and principles on wellness and recovery for future employment with BHS. As part of our human resource development commitment, the MSSP is aimed at providing support to students interested in public sector work, working with populations with health disparities and shortages of culturally and linguistically competent staff.

#### How to Apply

Check to see if your school and your program is an **approved school**. If your school or program is not on the list, please be aware that you may not be eligible to intern within BHS. Please review the placement opportunities (see above) and mail your cover letter, resume, and 2 letters of reference to the placement coordinator at the site you are interested in applying to.

If you are accepted into one of the BHS Internship Placements, complete the **Student Information Form** and return it to Ryan Fuimaono, LCSW (see below).

#### General information

Ryan Fuimaono, LCSW  
BHS Internship Coordinator  
1380 Howard Street, 4th Floor  
San Francisco, CA 94103  
Ryan.Fuimaono@sfdph.org

#### HELPFUL LINKS

[CBHS Home](#)  
[Internships at the Department of Public Health](#)  
[Jobs at the Department of Public Health](#)



Edwin M. Lee  
Mayor

City and County of San Francisco  
Department of Public Health  
Jonathan Maddox, MFT  
BHS Internship Coordinator  
1380 Howard Street  
San Francisco, CA 94103

## Field Placement Information

**Clinic Name:** Assisted Outpatient Treatment (AOT)

**Address:** 1380 Howard, San Francisco

**Phone:** 415-255-3936

**Training Coordinator:** Angelica Almeida, Ph.D.

**Phone:** 415-255-3722 **E-Mail:** angelica.almeida@sfdph.org

#### Description of services provided & population served:

The AOT law was passed in California in 2002 (Welfare and Institutions Code §§ 5345-5349.5) and the San Francisco Board of Supervisors adopted the legislation in July 2014 (San Francisco Health Code §§ 4111-4119). As part of the implementation (San Francisco Health Code § 4113), the Board of Supervisors required the creation of a "Care Team," a group of program staff charged with implementing AOT by providing peer counseling services and support to a diverse group of individuals with behavioral health needed. The AOT Care Team consists of a director, a masters level clinician, a peer specialist, and a family liaison. We are committed to supporting both peer and clinical interns through our program.

Individuals that qualify under the law have a serious mental illness, are not engaged in treatment, and are on a downward spiral. Services are provided in a variety of settings, including: jail, hospital, clinic, community. Services are based in principles of recovery and wellness, as well as being strength based.

#### Type of Supervision:

**Individual:** No. of hours provided 1 hour per week

**Group:** No. of hours provided Pending

**Licensure, Certifications held by supervisors:** Psychologist and LCSW (pending)



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# New BHS Clinical Internship Website

## AFTER

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<https://sf.gov/behavioral-health-services-internship-program>



### Behavioral Health Services Internship Program

We aim to 1) provide behavioral health internship opportunities that integrate students' academic learning with practical clinical skills within the wellness and recovery model, to 2) enhance workforce diversity, and to 3) promote vocations in public health among graduating professionals.

SF DPH Behavioral Health

#### Overview

BHS provides a culturally diverse network of programs, whose services are provided by psychiatrists, psychologists, pharmacists, therapists, nurses, health workers and peer professionals. This interdisciplinary workforce supports the needs of all SF residents who access our system by providing comprehensive behavioral health services to mentally ill adults and emotionally disturbed children, youth and their families.

#### Training

We provide training for masters-level trainees and practicum level psychology students in a doctoral program. Interns must be actively enrolled in a graduate program. The exception to this are those seeking post-doctoral placements and supervision. Students are provided with regular didactic trainings seminars on relevant clinical topics and are also able to attend system-wide trainings available to BHS employees through our training unit.

#### Multicultural Stipend

Students are able to apply to the **Multicultural Student Stipend Program** which provides cash stipends to awarded applicants representative of the diverse populations we serve with a goal of increasing workforce diversity in San Francisco.



# New BHS Clinical Internship Website AFTER

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<https://sf.gov/behavioral-health-services-internship-program>

## BHS Placement Opportunities

Chinatown Children's Development Center

Chinatown North Beach Mental Health Clinic

Comprehensive Crisis Services

Families Rising

Family Mosaic Project

Gender Health SF

Jail Behavioral Health Services

OMI Family Center

South Van Ness Adult Behavioral Health (HIV & Gender)

South of Market Mental Health

Special Programs for Youth (SPY)

Sunset Mental Health

Transitional Age Youth Clinic

## Community Partner Agencies

Alliance Health Project (UCSF)

+

Citywide Case Management (UCSF)

+

Child and Adolescent Services (UCSF / SFGH)

+

Edgewood Center for Children and Families

+

Hyde Street Community Services

+

Instituto Familiar de la Raza

+

Richmond Area Multi-Services (RAMS)

+

San Francisco AIDS Foundation / Stonewall Project

+

Trauma Recovery Center (UCSF)

+

Community partner agencies are not subject to the same MOU rules as BHS placements. Please contact these programs directly to learn about each site's unique recruitment process.



## Memorandum of Understanding

To be accepted into a BHS placement site, your academic institution must have a current MOU with the SF Department of Public Health. Check the link below to see if your school has a current MOU and if not, please send an email inquiry to [ryan.fuimaono@sfdph.org](mailto:ryan.fuimaono@sfdph.org) for guidance around how to set one up.

[List of approved schools](#)

# 2022-2023 Priorities

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- ❑ Support programs/supervisors
- ❑ Partner with HR to streamline recruitment & onboarding processes
- ❑ Build out website to include peers, undergrad, Faces to the Future, etc.
- ❑ Explore additional opportunities for stipends/scholarships
- ❑ Establish placement opportunities for Faces to the Future
- ❑ Update BHS Internship Policy



# Questions?

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